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1. Were you aware that the San Jose Police Department was hiring police officers?

	Response Percent	Response Count
Yes	96.5%	443
No	3.5%	16
answered question		459
skipped question		1

2. How many years of service as a police officer do you have with San Jose PD and other police departments combined?

	Response Percent	Response Count
1	0.0%	0
2	0.0%	0
3	1.1%	5
4	2.2%	10
5	5.0%	23
6	4.8%	22
7	3.5%	16
8	0.7%	3
answered question		457
skipped question		3

2. How many years of service as a police officer do you have with San Jose PD and other police departments combined?

9	3.1%	14
10	5.9%	27
11	3.3%	15
12	2.8%	13
13	3.7%	17
14	5.3%	24
15	5.5%	25
16	6.8%	31
17	7.7%	35
18	5.7%	26
19	4.2%	19
20	6.8%	31
21	1.3%	6
22	6.1%	28
23	4.4%	20
24	3.5%	16
25	1.8%	8
26	0.7%	3
27	1.5%	7
28	0.7%	3
29	1.1%	5

answered question 457

skipped question 3

2. How many years of service as a police officer do you have with San Jose PD and other police departments combined?

30+	1.1%	5
answered question		457
skipped question		3

3. List the top 3 things about the San Jose Police Department that drew you here

	Response Percent	Response Count
Community Policing	1.3%	6
Reputation	57.5%	262
Pay/Salary	49.1%	224
Specialized Units	36.6%	167
Large Agency/Resources	19.1%	87
Positive Work Environment	11.0%	50
Benefits	31.8%	145
Retirement	25.2%	115
Proactive/Action	10.7%	49
Safest City	2.0%	9
Community Support	0.2%	1
SJ Mayor/Council Pro PD	0.7%	3
answered question		456
skipped question		4

3. List the top 3 things about the San Jose Police Department that drew you here

Community Support	0.4%	2
Resident/Hometown	11.6%	53
Diversity	1.8%	8
Leadership	2.2%	10
Lateral to SJPd Opportunity	0.2%	1
Training	3.9%	18
Career Opportunities	18.4%	84
Job Security	4.6%	21
SJPd is Hiring	2.9%	13
Geographic Location	4.8%	22
3 Days Off	1.5%	7
Extra Perks, ie Gym, Lockers	0.4%	2
Aspired to be a SJ Ofc.	0.9%	4
POA	0.2%	1
Progressive Dept	0.4%	2
Professionalism	3.1%	14
answered question		456
skipped question		4

4. Would you refer a close friend or relative to apply to the San Jose Police Department?

	Response Percent	Response Count
Yes	10.7%	49
No	89.3%	408
	answered question	457
	skipped question	3

5. If no (from question no. 4), would a greater incentive in what is currently being offered for referrals change your mind?

	Response Percent	Response Count
Yes	15.8%	61
No	84.2%	325
	answered question	386
	skipped question	74

6. What do you think is the best selling point of the San Jose Police Department?

	Response Percent	Response Count
Geographic Location	0.5%	2
None	35.3%	153
Training	4.8%	21
Officers at PD	13.1%	57
Large Agency	7.1%	31
Academy Training to Lateral Elsewhere	13.1%	57
Career Opportunities	4.8%	21
Specialized Assignments	9.7%	42
Experience	6.0%	26
Getting the job done	0.7%	3
Job excitement	1.4%	6
Unknown	2.8%	12
Positive Work Environment	1.4%	6
Patrol	0.2%	1
Professionalism	2.3%	10
POA	0.2%	1
SJPD is Hiring	1.8%	8
Reputation	3.0%	13
Educated Officers	0.5%	2
	answered question	434
	skipped question	26

6. What do you think is the best selling point of the San Jose Police Department?

No Micro Management	1.4%	6
Lots of Overtime	0.5%	2
Benefits	0.2%	1
Employment	1.8%	8
4-10 Work Schedule	0.2%	1
answered question		434
skipped question		26

7. What do you think is the worst selling point of the San Jose Police Department?

	Response Percent	Response Count
Second Tier for New Hires	0.7%	3
Pay/Salary	37.5%	167
Pension/Retirement	29.2%	130
City Govt Officials	21.6%	96
Lack of Support from City	22.2%	99
Morale	10.6%	47
Staffing Levels	5.6%	25
Job Security	4.3%	19
Time Off	1.6%	7
answered question		445
skipped question		15

7. What do you think is the worst selling point of the San Jose Police Department?

Measure B	5.8%	26
Leadership at PD	12.6%	58
Everything	6.7%	30
City Politics	4.7%	21
Reduced Specialized Units	2.0%	9
Safest City	0.4%	2
Lack/Poor Training	0.2%	1
Payjobs at Straight Time Rate	0.2%	1
Command Staff (mentioned)	3.6%	16
answered question		445
skipped question		15

8. When you first applied, how did you come to find out that the San Jose Police Department was hiring?

	Response Percent	Response Count
San Jose PD Officer/Recruiter	32.5%	145
SJPD website	3.8%	17
Internet (Non-Specific)	7.2%	32
Walk-in	0.9%	4
answered question		446
skipped question		14

8. When you first applied, how did you come to find out that the San Jose Police Department was hiring?

Dont Remember/Unknown	4.0%	18
Word of Mouth	23.3%	104
Job Fair	2.9%	13
Internship	0.4%	2
PAL/Reserve/VOLT	0.7%	3
Called PD	5.4%	24
Job Announcement	2.5%	11
Other Law Enforcement Referral	4.3%	19
Called Recruiting Unit	1.3%	6
Internet Police Forum	0.4%	2
SJ City Employee	0.4%	2
SJ City Website	0.9%	4
Announcement at College	4.3%	19
Career Presentation	0.9%	4
Interest Card	0.7%	3
Research Led to Apply	2.0%	9
Newspaper	2.5%	11
Radio	0.9%	4
Inquired at City Hall	0.2%	1
Always Wanted to Work at SJPd	2.5%	11

answered question 446

skipped question 14

9. Due to recent events, have you planned to retire or lateral soon, within the next:

	Response Percent	Response Count
1 years	42.2%	133
2 years	28.6%	90
3 years	29.2%	92
answered question		315
skipped question		145

10. If yes (to question no. 9), have you applied to another police department?

	Response Percent	Response Count
Yes	45.0%	183
No	55.0%	224
answered question		407
skipped question		53

11. If yes (to question no. 9), looking to another career choice?

	Response Percent	Response Count
Yes	55.9%	229
No	44.1%	181

answered question 410

skipped question 50

12. If yes (to question no. 9), what factor(s) could be chaged to make you stay? Example: more available time-off, better work schedule, salary, etc.

	Response Percent	Response Count
Pay/Salary	70.3%	256
Morale	1.4%	5
Re-Estabilsh closed Assignments	1.4%	5
Pension/Retirement	30.2%	110
Benefits	28.6%	104
Restore Reputation	0.3%	1
Increased Time Off availability	22.0%	80
10% paycut restored	6.3%	23

answered question 364

skipped question 96

12. If yes (to question no. 9), what factor(s) could be chaged to make you stay? Example: more available time-off, better work schedule, salary, etc.

Removal of Measure B	7.1%	26
Better Dept. Leadership	8.8%	32
Support from City Officials	8.0%	29
Change in City Officials	7.7%	28
Nothing	6.9%	25
Increase Hiring/Staffing	4.4%	16
Better Overtime Policies	1.9%	7
Better working Conditions	1.9%	7
Less Contribution to Retirement	3.3%	12
Rotating Shifts	0.5%	2
Better Equip/Vehs/Tech	0.5%	2
More updated training	0.8%	3
Better Mission	0.8%	3
Less politics	0.8%	3
Night Differential	0.3%	1
Stronger POA	0.5%	2
Better work schedule	13.5%	49
answered question		364
skipped question		96

13. Do you personally know someone within the department that has applied to another police department?

	Response Percent	Response Count
Yes	99.3%	450
No	0.7%	3

answered question	453
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skipped question	7
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14. What is your highest level of education?

	Response Percent	Response Count
College Credits	11.7%	53
Associate's Degree	20.8%	94
Bachelor's Degree	69.6%	270
Master's Degree +	7.9%	36

answered question	453
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skipped question	7
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15. Would you refer an officer from another police agency to apply to the San Jose Police Department?

	Response Percent	Response Count
Yes	2.4%	11
No	97.6%	443

answered question 454

skipped question 6

16. Are you Bilingual?

	Response Percent	Response Count
Yes	25.3%	114
No	74.7%	336

answered question 450

skipped question 10